

Message Text

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PAGE 01 CARACA 04919 191837Z

ACTION PER-03

INFO OCT-01 ARA-06 ISO-00 ABF-01 /011 W

-----191847Z 089538 /45

R 172002Z MAY 77

FM AMEMBASSY CARACAS

TO SECSTATE WASHDC 7683

INFO USIA WASHDC

LIMITED OFFICIAL USE CARACAS 4919

STATE FOR PER/ES/LP AND ARA/MGT; USIA FOR IPT

E.O. 11652: N/A

TAGS: ELAB

SUBJ: LOCAL EMPLOYEE WAGE SCALE SURVEY

1. POST HAS RECEIVED DEPARTMENT'S WAGE SCALE APPROVAL MESSAGE WITH ENCLOSURES AND IS FRANKLY APPALLED AT MAGNITUDE OF MINUS ADJUSTMENTS REFLECTED IN REVISED CONSOLIDATED SALARY SCHEDULE.

2. WHILE HEARTENED BY DEPARTMENT'S ACCEPTANCE OF POST'S AND CONTRACTORS' PROPOSAL TO AVOID WIDESPREAD REDUCTIONS IN BASE SALARY, WE ARE SOMEWHAT BAFFLED BY REVISION OF CONTRACTORS' PROPOSED SALARY SCHEDULE WHICH EFFECTIVELY REDUCES AVERAGE INCREASE IN ADJUSTED BASE SALARY FROM APPROXIMATELY 9.2PCT TO 3.7PCT. WITHOUT BENEFIT OF COMPLETE ANALYSIS, IT IS INCOMPREHENSIBLE TO US THAT SEEMINGLY MINOR ADJUSTMENTS DESCRIBED IN PARA (A) OF APRIL 29, 1977, PER MEMO TO ARA COULD RESULT IN 5.5PCT REDUCTION IN TAKE-HOME PAY FROM FINDINGS OF WAGE SURVEY TEAM. EVEN IF FIGURES ARE CORRECT, IT IS EQUALLY MYSTIFYING THAT, GIVEN NATURE OF ECONOMY AND LABOR MARKET IN VENEZUELA AND POST'S EXPERIENCE IN TRYING TO RECEUIT QUALIFIED EMPLOYEES, WAGES HAVE RISEN AVERAGE OF ONLY 3.7PCT IN PAST YEAR. UNDER PROPOSED REVISIONS, MANY EMPLOYEES, PARTICULARLY AT HIGHER GRADE LEVELS, ARE NOW

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PAGE 02 CARACA 04919 191837Z

SLATED TO RECEIVE PAY INCREASES AS MINIMAL AS ONE TO TWO PERCENT. ADDITIONALLY, THERE ARE SEVERAL EMPLOYEES WHO ARE SHOWN WITH REDUCTIONS IN ADJUSTED BASE PAY.

3. THE POST IS NOW UNDERTAKING A REVIEW OF THE REVISIONS MADE TO THE WAGE TEAM'S RECOMMENDATIONS, AN ANALYSIS OF COST OF LIVING AND A WAGE INCREASE STATISTICS, AND A SPOT CHECK OF

LOCAL WAGES TO DETERMINE THE QUESTIONABLE CURRENT VALIDITY
OF THE SURVEY'S RECOMMENDATIONS. IN THE MEANTIME, WE WOULD
NOT WISH TO IMPLEMENT THE SURVEY RESULTS AS DRASTICALLY REVISED
BY THE DEPARTMENT SINCE THE EFFECTS ON STAFF MORALE,
PARTICULARLY ON EMPLOYEES IN GRADES 7-10, WOULD BE CATASTROPHIC.
4. FOR USIA: DISREGARD PARA 3 IN PREVIOUS TRANSMISSION.
VAKY

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Message Attributes

Automatic Decaptioning: Z
Capture Date: 01-Jan-1994 12:00:00 am
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: WAGES, COST OF LIVING WAGE ADJUSTMENT, FOREIGN SERVICE LOCAL EMPLOYEES
Control Number: n/a
Copy: SINGLE
Sent Date: 17-May-1977 12:00:00 am
Decaption Date: 22 May 2009
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
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Handling Restrictions:
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Message ID: bc34be92-c288-dd11-92da-001cc4696bcc
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Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: ONLY
Original Previous Classification: n/a
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Previous Handling Restrictions: ONLY
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Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2495903
Secure: OPEN
Status: NATIVE
Subject: LOCAL EMPLOYEE WAGE SCALE SURVEY
TAGS: ELAB, APER, VE, US
To: STATE
Type: TE
vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/bc34be92-c288-dd11-92da-001cc4696bcc
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